

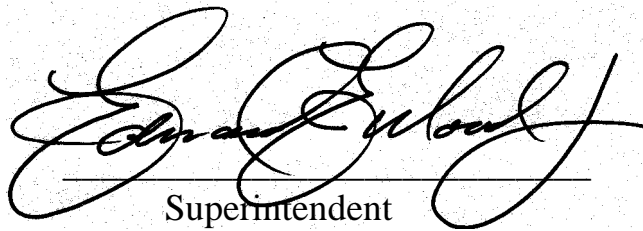
Arkansas Post National Memorial

2001 Annual Performance Plan



National Park Service

THIS ANNUAL PERFORMANCE PLAN
IS APPROVED AS WRITTEN.



Superintendent

October 26, 2000

Date

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I. INTRODUCTION

The Government Performance and Results Act of 1993 (GPRA) required each federal agency to prepare and periodically update strategic plans outlining agency mission and long-term goals; annual performance plans (APP) that establish the work to be completed toward those goals during the upcoming year; and annual performance reports (APR) at the end of each year showing what has been accomplished to achieve those goals.

Federal agencies including the National Park Service presented strategic plans to Congress in October, 1997. Because each unit of the national park system has individual legislation, each park also prepared a strategic plan that reflects its mission and defined its long-term goals needed to meet that mission. These park long-term goals fall under the broad umbrella of the National Park Service strategic plan. As a result each park's long-term goals contribute toward relevant goals in the strategic plan of the National Park Service.

Because each park has a strategic plan, each park also is preparing annual performance plans and annual performance reports. This document contains the annual performance plans for Arkansas Post National Memorial for Fiscal Year 2001.

The park staff prepared the first strategic plan for Arkansas Post National Memorial in August, 1997. Since that time Congress passed legislation authorizing a boundary expansion for the park to include an archeological site key to the memorial's purpose and significance -- the location and environs of the first Arkansas Post. This new unit, called the Osotuooy Unit, is thirty miles away from the park by road and five miles by air. Land acquisition -- solely on the basis of willing seller -- has begun. Although eventual acquisition will not affect the park's mission, it will affect park operations in the areas of resource management, visitor use, and maintenance.

The Osotuoy Unit includes a National Historic Landmark known as the Menard/Hodges site. Several areas within the Osotuoy Unit were the subjects of the archeological field school conducted by the Arkansas Archeological Society and the Arkansas Archeological Survey during the summer of 1997 and June 1998. Analysis of the information gathered during this work indicates that an expanded boundary for the National Historic Landmark and park unit are appropriate if further investigations confirm their findings. The field schools brought attention to the site through statewide media coverage. The continuing archeological work will help define parameters for appropriate site use and development.

In recent years members of the Quapaw Tribe of Oklahoma, the tribe that occupied Osotuoy when the French arrived in 1686, have expressed strong interest in all of the park service actions involving Osotuoy. Many tribal members have visited the site, and some of the tribal council visited the archeological field school. They are committed to participating in planning, interpretation, and resource management issues that affect the tangible and intangible resources of their culture for which the National Park Service may have management responsibilities. These include ethnographic resources such as bodies of water, vegetative types, and landforms in addition to the archeological resources.

Tribal members also have expressed a strong interest in establishing a "Keep Safe" cemetery at Arkansas Post for reinterment of human remains found in excavations conducted at the site during the archeological field schools, and for any others that may be repatriated to the tribe under the auspices of the Native American Graves Protection and Repatriation Act. The tribe is considering general location and possibilities within the park. This use coincides directly with the memorial nature of the mission of Arkansas Post, and it further reinforces the need to retain the solitude and peaceful qualities of the park.

The information presented in these Annual Performance Plans is predicated on flat budgets for Fiscal Year 2001, with no increase in human resources (full-time equivalency or FTE). Management implications of these two factors mean that the park's operating budget must absorb increasing costs of salaries, benefits, equipment, supplies and materials.

II. MISSION STATEMENT

Arkansas Post National Memorial commemorates the first European settlement in the lower Mississippi Valley and the events associated with that milestone through interpreting and fostering an appreciation of that history, preserving the cultural and natural resources therein, and promoting resource stewardship through education.

Arkansas Post commemorates the events surrounding the pivotal date of 1686 when Henri de Tonty established the first semi-permanent European settlement in the lower Mississippi Valley at the Quapaw village of Osotuoy. As a commemorative site, the park provides contemplative, recreational, and research opportunities. The national memorial accommodates safe and enjoyable visitor use through development and maintenance of appropriate park facilities and other physical improvements for care and accommodation of visitors.

The complex story of Arkansas Post involves historic events brought about by power struggles among the diverse cultures who lived on the first high ground above the confluence of the Arkansas and Mississippi Rivers -- the two largest rivers in the interior of the North American continent. Control of this area, rich in natural resources, was the subject of conflicts, alliances, and interactions among various groups in historic times -- the Quapaw, French, Spanish, English, and American in particular.

The trading post that Henri de Tonty established at the friendly Quapaw village of Osotuoy in 1686 began a period of occupation by France, then Spain, followed by Republican France. During all of these changes the British periodically exerted pressure from the east. The strong alliance between the French and the Quapaw was built on a foundation of trade, and it benefited both parties. The British influence was highlighted most strongly in 1783 when a group of partisans unsuccessfully attacked Arkansas Post in one of the few incidents of the Revolutionary War fought west of the Mississippi.

The symbiotic relationship between the French and Quapaw continued until the Louisiana Purchase was executed in 1803. By then the frontier

community of Arkansas Post had moved several times, forced into new locations because of the vagaries of the rivers. The town, however, had grown into a thriving river port, which in 1819 became the first capital of the Arkansas Territory. Although the town underwent some decline during the mid-19th century, the 1863 Battle of Arkansas Post during the Civil War focused attention once again on the strategic importance of controlling the confluence of the two rivers. During that battle Union gunboats destroyed much of the town in a land and water assault on the nearby Confederate earthworks. Following that decisive Union victory, the town never rebuilt. Floods ate away at the edges of the former Town site and left only vestiges of an area of strategic importance to Indian, European, and North American powers.

Despite serious erosion caused by flooding, the memorial's present acreage includes archeological remnants from the mid-18th century town site through Civil War earthworks. These fragments of history endure in a park setting abundant with wildlife in terrace bottomland, bayou, and swamp habitats. The remote and undeveloped land of the Osotuooy Unit contains the heart of the Quapaw historic homeland that includes a massive, nationally significant archeological site.

III. MISSION GOALS, LONG-TERM GOALS ANNUAL GOALS

Goal Category I: Preserve Park Resources

Mission Goal Ia. Natural and cultural resources and associated values of Arkansas Post are protected, restored, and maintained in good condition and managed within their broader ecosystem and cultural context.

FY 2001		Park: ARPO	
Servicewide Goal Identification number: Ia1A		Park/Program Goal ID #: Ia1A	
NPS Servicewide Mission/Long-term Goal:	By September 30, 2005, 10.1% of targeted park lands, disturbed by development of agriculture, as of 1999 (22,500 of 222,300 acres), are restored.		
Park/Program Long-term Goal:	By September 30, 2005, 14% of targeted parklands, disturbed by development or agriculture, as of 1999 [10 of 70 acres] are restored	Baseline Year: 1999	Target Year: 2005
Park/Program Annual Goal:	By September 30, 2001, restore 1 acre of disturbed park lands and determine the target ecosystem for the remaining park lands		
Performance Target this FY: restore 1 acre and determine restoration target ecosystem	Indicator: acres restored	Baseline Number: 70	Desired Condition (Condition tag): Good
			Unit Measure: acres

FY 2001 Annual Work Plan							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
	Control exotic species on townsite peninsula	Maintenance	restored lands	Mattmiller	ONPS	\$10,000	0.2
	Continue mowing of 54 acres	Maintenance	Exotic species spread Controlled or reduced	Mattmiller	ONPS	\$45,000	0.7
	Complete Vegetation Study	Res Mgmt	Target ecosystem	Eads	ONPS	\$5,000	0.1
Total Cost and FTE (ONPS – FEE)						\$60,000	1.0

Special Funding and Outside Projects							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Total Cost and FTE (Other sources)						\$0	0.0
Total Cost and FTE (All sources)						\$60,000	1.0

Annual Performance	Planned	Actual	Goal Met	Yes	No
	1				
Total Cost and FTE (ONPS – FEE)				\$0	0.0
Total Cost and FTE (Other sources)				\$0	0.0
Total Cost and FTE (All sources)				\$0	0.0

Comments:

FY2001 Plan: Complete vegetation study for the Memorial Unit of the park. Identify one exotic plant in the peninsula area of the Memorial and implement an eratication plan. Continue mowing of the remainder of the park to control exotics until an eratication plan can be developed.

FY 2001		Park: ARPO					
Servicewide Goal Identification number: Ia2X		Park/Program Goal ID #: Ia2X					
NPS Servicewide Mission/Long-term Goal:	By September, 30, 2005, 100% populations of plant and animal species of special concern (e.g., state-listed threatened or endangered species, endemic or indicator species or native species classified as pests) are at scientifically acceptable levels.						
Park/Program Long-term Goal:	By September 30, 2005, the population of alligators (state-listed threatened species) is at scientifically acceptable levels in Arkansas Post National Memorial.	Baseline Year: 2000	Target Year: 2005				
Park/Program Annual Goal:	By September 30, 2001, complete a scientific inventory and status determination of alligators located within the park and in adjacent waters.						
Performance Target this FY: Complete alligator study	Indicator: stable population	Baseline Number: 1	Desired Condition (Condition tag): acceptable level				
Unit Measure: population							
FY 2001 Annual Work Plan							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
	Support alligator study	Res Mgmt	Complete Study	Eads	ONPS	\$10,000	0.2
Total Cost and FTE (ONPS – FEE)						\$10,000	0.2
Special Funding and Outside Projects							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
	Conduct and complete alligator study	Univ AR, Monticello	Completed alligator study	Dr. Tappe	Donation - Other	\$ 35,000	2.0
Total Cost and FTE (Other sources)						\$35,000	2.0
Total Cost and FTE (All sources)						\$45,000	2.2
Annual Performance		Planned	Actual	Goal Met		Yes	No
		0					
Total Cost and FTE (ONPS – FEE)						\$0	0.0
Total Cost and FTE (Other sources)						\$0	0.0
Total Cost and FTE (All sources)						\$0	0.0
Comments:							
<p>The status of the alligator population at the park is unknown and the park is cooperating in an assessment/ inventory study being conducted by the University of Arkansas, Monticello. Year 1 and 2 will complete the assessment, year 3 will be the first year of modifications to the environment if indicated by the assessment. FY2001 represents year 2 of the study.</p>							

FY 2001			Park: ARPO			
Servicewide Goal Identification number: Ia5			Park/Program Goal ID #: Ia5			
NPS Servicewide Mission/Long-term Goal:		By September 30, 2005, 50% (12,113 of 24,225 structures) of the historic structures on the 1999 List of Classified Structures are in good condition.				
Park/Program Long-term Goal:		By September 30, 2005, 100% [7 of 7] of the historic structures listed on the 1999 List of Classified Structures at Arkansas Post National Memorial are in good condition.		Baseline Year: 1999	Target Year: 2005	
Park/Program Annual Goal:		By September 30, 2000, 100% of Arkansas Post's historic structures on the 1999 List of Classified Structures are maintained in good condition.				
Performance Target this FY: maintain LCS structures in good condition		Indicator: Condition	Baseline Number: 5	Desired Condition (Condition tag): Good	Unit Measure: Each structure	

FY 2001 Annual Work Plan							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
	Maintain LCS structures	Maintenance	Structures in good condition	Mattmiller	ONPS	\$18,000	0.2
Total Cost and FTE (ONPS – FEE)						\$18,000	0.2

Special Funding and Outside Projects							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Total Cost and FTE (Other sources)						\$0	0.0
Total Cost and FTE (All sources)						\$18,000	0.2

Annual Performance	Planned	Actual	Goal Met	Yes	No
	5				
Total Cost and FTE (ONPS – FEE)				\$0	0.0
Total Cost and FTE (Other sources)				\$0	0.0
Total Cost and FTE (All sources)				\$0	0.0

Comments:

FY2001 Plan: Maintain existing condition of LCS structures in Memorial Unit. As Osotouy Unit is acquired, adjust baseline to reflect acquired structures eligible for LCS listing and formulate plans to maintain a good condition rating.

FY 2001		Park: ARPO	
Servicewide Goal Identification number: Ia6		Park/Program Goal ID #: Ia6	
NPS Servicewide Mission/Long-term Goal:	By September 30, 2005, 73.4% of preservation and protection standards for park museum collections are met.		
Park/Program Long-term Goal:	By September 30, 2005, 75% (209 of 278) of preservation and protection standards for park museum collections are met at Arkansas Post National Memorial.	Baseline Year: 1999	Target Year: 2005
Park/Program Annual Goal:	By September 30, 2001, Arkansas Post's museum collections meet 178 professional standards out of 278 standards applicable in 1999.		
Performance Target this FY: Increase number of standards met by four	Indicator: applicable standards	Baseline Number: 174	Desired Condition (Condition tag): meet standards
Unit Measure: each standard			

FY 2001 Annual Work Plan							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
	Monitor/preserve and protect artifacts	Interpretation	Maintenance preservation	McCutchen	ONPS	\$6,000	0.1
Total Cost and FTE (ONPS – FEE)						\$6,000	0.1

Special Funding and Outside Projects							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Total Cost and FTE (Other sources)						\$0	0.0
Total Cost and FTE (All sources)						\$6,000	0.1

Annual Performance	Planned	Actual	Goal Met	Yes	No
	178				
Total Cost and FTE (ONPS – FEE)				\$0	0.0
Total Cost and FTE (Other sources)				\$0	0.0
Total Cost and FTE (All sources)				\$0	0.0

Comments:

FY2001 Plan: Continue mitigation and remove four deficiencies.

Note: The applicable standards have changed substantially since this goal was first developed. The park goal represents a best estimate of the capabilities of the staff to correct deficiencies.

FY 2001		Park: ARPO	
Servicewide Goal Identification number: Ia7		Park/Program Goal ID #: Ia7	
NPS Servicewide Mission/Long-term Goal:	By September 30, 2005, 41% of the cultural landscapes on the 1999 Cultural Landscapes Inventory with condition information are in good condition [98 of the 239].		
Park/Program Long-term Goal:	By September 30, 2005, The Cultural Landscape at Arkansas Post National Memorial will be inventoried and added to the NPS Cultural Landscapes Inventory. 15% of that Landscape will be in good condition.	Baseline Year: 1999	Target Year: 2005
Park/Program Annual Goal:	By September 30, 2001, The Cultural Landscape at Arkansas Post National Memorial will be inventoried and added to the NPS Cultural Landscapes Inventory. 1% of that Landscape will be in good condition.		
Performance Target this FY: 1% of cultural landscape will be in good condition	Indicator: condition	Baseline Number: 1	Desired Condition (Condition tag): Good
Unit Measure: each landscape			

FY 2001 Annual Work Plan							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
	Maintain status quo of cultural landscape by clearing and mowing as required	Maintenance	Maintain condition	Mattmiller	ONPS	\$11,000	0.1
	Implement Management Plan based on completed Cultural Landscape Inventory	Res Mgmt/ Mgmt	1% good condition	Eads/ Wood	ONPS	\$7,000	0.2
Total Cost and FTE (ONPS – FEE)						\$18,000	0.3

Special Funding and Outside Projects							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
	Contract Cultural Landscape Inventory - Osotouy	MW-Cultural	Phase III Inventory	Williams	CRPP	\$ 85,000	0.0
Total Cost and FTE (Other sources)						\$85,000	0.0
Total Cost and FTE (All sources)						\$103,000	0.3

Annual Performance	Planned 1%	Actual	Goal Met	Yes	No
Total Cost and FTE (ONPS – FEE)				\$0	0.0
Total Cost and FTE (Other sources)				\$0	0.0
Total Cost and FTE (All sources)				\$0	0.0

Comments:

FY2001 Plan: Begin Cultural Landscape Plan for Osotouy Unit consistent with the acquisition of the properties. Develop a Cultural Landscape Management Plan based on the pending Cultural Landscape Report and implement a portion of the plan before the end of the Fiscal year that represents approximately 1 % of the entire Memorial Unit.

FY 2001		Park: ARPO	
Servicewide Goal Identification number: Ia8		Park/Program Goal ID #: Ia8	
NPS Servicewide Mission/Long-term Goal:	By September 30, 2005, 50% of the FY 1999 recorded archeological sites with condition assessments are in good condition. (7,470 of 14,940 sites)		
Park/Program Long-term Goal:	By September 30, 2005, 100% of the recorded archeological sites at Arkansas Post National Memorial with condition assessments are in good condition	Baseline Year: 1999	Target Year: 2005
Park/Program Annual Goal:	By September 30, 2001, 50% of the FY 1999 recorded archeological sites with condition assessments are in good condition. (1 of 2 sites)		
Performance Target this FY: maintain good condition of main ARPO site	Indicator: Condition	Baseline Number: 2	Desired Condition (Condition tag): Good
			Unit Measure: each site

FY 2001 Annual Work Plan							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
	Maintain archeological sites in good condition by controlling exotic species to reduce deterioration	Maintenance	Good codition	Mattmiller	ONPS	\$12,000	0.2
	Prevent ARPA violations	Protection	good condition	Wood	ONPS	\$3,000	0.1
Total Cost and FTE (ONPS – FEE)						\$15,000	0.3

Special Funding and Outside Projects							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
	Conduct Ground-penetrating radar location for first Post of Arkansas (at Osotouy Unit)	Management	Study	AR-SHPO	Inkind- Donation	\$ 25,000	
Total Cost and FTE (Other sources)						\$25,000	0.0
Total Cost and FTE (All sources)						\$40,000	0.3

Annual Performance	Planned	Actual	Goal Met	Yes	No
	1				
Total Cost and FTE (ONPS – FEE)				\$0	0.0
Total Cost and FTE (Other sources)				\$0	0.0
Total Cost and FTE (All sources)				\$0	0.0

Comments:

FY2001 Plan: Maintain known site at Memorial Unit in Status quo condition (good condition). Assess Osotouy Unit site and conduct ground penetrating radar survey to determine first Post of Arkansas near Osotouy Mound site.

Mission Goal Ib. Arkansas Post National Memorial contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.

FY 2001		Park: ARPO	
Servicewide Goal Identification number: Ib2C		Park/Program Goal ID #: Ib2C	
NPS Servicewide Mission/Long-term Goal:	By September 30, 2005 100% of the historic structures have updated information (FY 1999 baseline 24,225 of 24,225).		
Park/Program Long-term Goal:	By September 30, 2005, 100% of the historic structures at Arkansas Post National Memorial on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records	Baseline Year: 1999	Target Year: 2005
Park/Program Annual Goal:	No action this FY.		
Performance Target this FY: No action this FY.	Indicator: LCS records	Baseline Number: 5	Desired Condition (Condition tag): Updated Unit Measure: Each

FY 2001 Annual Work Plan							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Total Cost and FTE (ONPS – FEE)						\$0	0.0

Special Funding and Outside Projects							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Total Cost and FTE (Other sources)						\$0	0.0
Total Cost and FTE (All sources)						\$0	0.0

Annual Performance	Planned 5	Actual		Goal Met	Yes	No
Total Cost and FTE (ONPS – FEE)					\$0	0.0
Total Cost and FTE (Other sources)					\$0	0.0
Total Cost and FTE (All sources)					\$0	0.0

Comments: No action this FY.

FY 2001		Park: ARPO 7110	
Servicewide Goal Identification number: Ib2D		Park/Program Goal ID #: Ib2D	
NPS Servicewide Mission/Long-term Goal:	By September 30, 2005, Museum objects cataloged are increased by 35.9% (from FY 1999 baseline of 37.3 million to 50.7 million).		
Park/Program Long-term Goal:	By September 30, 2005, Museum objects cataloged are increased by 5% (4040 objects)	Baseline Year: 1999	Target Year: 2005
Park/Program Annual Goal:	By September 30, 2001, Museum objects cataloged are increased by 60 objects.		
Performance Target this FY: increase museum objects cataloged by 60	Indicator: Number added	Baseline Number: 80789	Desired Condition (Condition tag): Increase Unit Measure: Each Museum Object

FY 2001 Annual Work Plan							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
	Correct Cataloging record keeping at Curation facility	Interpretation	Number of objects increased	McCutchen	ONPS	\$3,000	0.1
Total Cost and FTE (ONPS – FEE)						\$3,000	0.1

Special Funding and Outside Projects							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Total Cost and FTE (Other sources)						\$0	0.0
Total Cost and FTE (All sources)						\$3,000	0.1

Annual Performance	Planned 80789	Actual	Goal Met	Yes	No
Total Cost and FTE (ONPS – FEE)				\$0	0.0
Total Cost and FTE (Other sources)				\$0	0.0
Total Cost and FTE (All sources)				\$0	0.0

Comments:

FY2001 Plan: Move Arkansas Archeological Conservancy records into ANCS+ format to allow more accurate tracking and reporting. Assure that any new acquisitions are cataloged accurately and in a timely manner. Continue digitizing of park's Administrative records. Catalog new accessions as they are received.

FY 2001		Park: ARPO					
Servicewide Goal Identification number: Ib2E		Park/Program Goal ID #: Ib2E					
NPS Servicewide Mission/Long-term Goal:	By September 30, 2005, Ethnographic resources inventory is increased 634% (from FY 1999 baseline of 400 to 2,938).						
Park/Program Long-term Goal:	By September 30, 2005, the number of Arkansas Post National Memorial ethnographical resources inventoried, evaluated and entered on the NPS Ethnographic Resources Inventory (ERI) is increased from four in FY 1999 to 15 (100% increase).	Baseline Year: 1999	Target Year: 2005				
Park/Program Annual Goal:	By September 30, 2001, the number of Arkansas Post National Memorial ethnographical resources inventoried, evaluated and entered on the NPS Ethnographic Resources Inventory (ERI) is increased by one entry.						
Performance Target this FY:	Indicator:	Baseline Number:	Desired Condition (Condition tag):				
add one ethnographic resource to the ERI	number in database	4	Increased				
Unit Measure: Each Ethnographic Resource Added							
FY 2001 Annual Work Plan							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
	Research ethnographic resources	Res Mgmt	verified resource	Eads	ONPS	\$2,000	0.1
Total Cost and FTE (ONPS – FEE)						\$2,000	0.1
Special Funding and Outside Projects							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Total Cost and FTE (Other sources)						\$0	0.0
Total Cost and FTE (All sources)						\$2,000	0.1
Annual Performance		Planned	Actual	Goal Met		Yes	No
		4					
Total Cost and FTE (ONPS – FEE)						\$0	0.0
Total Cost and FTE (Other sources)						\$0	0.0
Total Cost and FTE (All sources)						\$0	0.0
Comments:							
<p>FY2001 Plan: Continue to determine existence of identified ethnographic species in the park units. 93 species have been postulated to be appropriate for Arkansas Post and consultation with the Quapaw Tribe will be continued to determine if the species from the vegetative survey inventory fall into this classification.</p>							

Goal Category II: Provide for the Public Enjoyment and Visitor Experience of National Parks

Mission Goal IIa: Visitors to Arkansas Post safely enjoy and are satisfied with the availability, accessibility, diversity and quality of park facilities, services and appropriate recreational opportunities.

FY 2001		Park: ARPO	
Servicewide Goal Identification number: IIa1		Park/Program Goal ID #: IIa1	
NPS Servicewide Mission/Long-term Goal:	By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.		
Park/Program Long-term Goal:	By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities	Baseline Year: 1998	Target Year: 2002
Park/Program Annual Goal:	By September 30, 2001, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities		
Performance Target this FY: maintain visitor satisfaction at or above 95%	Indicator: visitor satisfaction	Baseline Number: 90	Desired Condition (Condition tag): satisfied
			Unit Measure: percentage

FY 2001 Annual Work Plan							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
	Maintain all visitor facilities in a clean, attractive and functional condition	Maintenance	good appearance	Mattmiller	ONPS	\$30,000	1.0
	Mow and trim all visitor areas, maintain trails and roads in an attractive condition	Maintenance	good appearance	Mattmiller	ONPS	\$40,000	1.0
	Operate Visitor Center - open 362 days per year, 8AM to 5PM daily	Interpretation	visitor contact	Lind/ McCutchen	ONPS	\$85,000	1.0
	Conduct interpretive programs (Ghosts of the Past, Civil War encampment, etc.)	Interpretation	visitor contact	Lind/ McCutchen	ONPS	\$22,000	0.1
	Total Cost and FTE (ONPS – FEE)					\$177,000	3.1

Special Funding and Outside Projects							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Total Cost and FTE (Other sources)						\$0	0.0
Total Cost and FTE (All sources)						\$177,000	3.1

Annual Performance	Planned	Actual		Goal Met	Yes	No
	95					
Total Cost and FTE (ONPS – FEE)					\$0	0.0
Total Cost and FTE (Other sources)					\$0	0.0
Total Cost and FTE (All sources)					\$0	0.0

Comments:

FY2001 Plan: Maintain visitor satisfaction levels by continuing to provide attractive and functional facilities. Continue to increase interpretive opportunities by developing innovative and interesting interpretive programs and activities.

FY 2001		Park: ARPO		7110	
Servicewide Goal Identification number: IIa2		Park/Program Goal ID #: IIa2			
NPS Servicewide Mission/Long-term Goal:		By September 30, 2005, The visitor accident/incident rate will be at or below 7.96 per 100,000 visitor days [a 16% decrease from the FY 1992 - FY 1996 baseline of 9.48 per 100,000 visitor days].			
Park/Program Long-term Goal:		By September 30, 2005, the visitor accident/incident rate at Arkansas Post National Memorial is maintained at 0.		Baseline Year: 1992-1996	Target Year: 2005
Park/Program Annual Goal:		By September 30, 2001, maintain visitor accident/incident rate at less than 1%.			
Performance Target this FY: reduce hazards to maintain zero visitor/incident rate		Indicator: visitor safety incident rate	Baseline Number: 0	Desired Condition (Condition tag): reduced	Unit Measure: Visitor accident/ incident rate

FY 2001 Annual Work Plan							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
	Maintain active safety awareness program	Parkwide	no visitor incidents	All staff	ONPS	\$25,000	0.4
Total Cost and FTE (ONPS – FEE)						\$25,000	0.4

Special Funding and Outside Projects							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Total Cost and FTE (Other sources)						\$0	0.0
Total Cost and FTE (All sources)						\$25,000	0.4

Annual Performance	Planned 0	Actual		Goal Met	Yes	No
Total Cost and FTE (ONPS – FEE)					\$0	0.0
Total Cost and FTE (Other sources)					\$0	0.0
Total Cost and FTE (All sources)					\$0	0.0

Comments:

FY2001 Plan: Install wayside exhibits to inform visitors of possible safety hazards presented by alligators and other park wildlife. Discuss possible hazards with visitors during orientation to park resources. Develop and present a currently updated safety message to be shown before each showing of the park film.

Mission Goal IIb: Visitors to Arkansas Post and the general public understand and appreciate the preservation of the park and its resources for this and future generations.

FY 2001		Park: ARPO		7110	
Servicewide Goal Identification number: I1b1		Park/Program Goal ID #: I1b1			
NPS Servicewide Mission/Long-term Goal:		By September 30, 2005, 86% of park visitors understand and appreciate the significance of the park they are visiting			
Park/Program Long-term Goal:		By September 30, 2005, 86% of visitors understand and appreciate the significance of Arkansas Post National Memorial		Baseline Year: TBA	Target Year: 2005
Park/Program Annual Goal:		By September 30, 2001, 80% of visitors understand and appreciate the significance of Arkansas Post National Memorial			
Performance Target this FY: 80% of visitors understand park significance		Indicator: understanding	Baseline Number: TBD	Desired Condition (Condition tag): understand	Unit Measure: percentage

FY 2001 Annual Work Plan							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
	Conduct on-site Interpretation	Interpretation	Visitor Understanding	McCutchen	ONPS	\$40,000	0.6
	Conduct off-site Interpretation	Interpretation	Visitor Appreciation	McCutchen	ONPS	\$20,000	0.5
	Maintain visitor center exhibits & wayside exhibits	Interpretation/ Maintenance	Visitor Understanding	McCutchen/ Mattmiller	ONPS	\$50,000	0.8
	Maintain roads and trails	Maint	Visitor Appreciation	Mattmiller	ONPS	\$ 87,000	1.1
Total Cost and FTE (ONPS – FEE)						\$197,000	3.0

Special Funding and Outside Projects							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Total Cost and FTE (Other sources)						\$0	0.0
Total Cost and FTE (All sources)						\$197,000	3.0

Annual Performance	Planned	Actual	Goal Met	Yes	No
	80%				
Total Cost and FTE (ONPS – FEE)				\$0	0.0
Total Cost and FTE (Other sources)				\$0	0.0
Total Cost and FTE (All sources)				\$0	0.0

Comments:

FY2001 Plan: Update interpretive programs to emphasize the park's identified significance statements to assure that all visitors are advised of the reason the park is a National Memorial. Expand orientation file to better include natural as well as cultural resource significance. Continue out-reach programs to expand park understanding among local populations.

FY 2001		Park: ARPO		7110	
Servicewide Goal Identification number: I Ib1X		Park/Program Goal ID #: I Ib1X			
NPS Servicewide Mission/Long-term Goal:		By September 30, 2005, 70% (park determined) of 1000 students (park determined) participating in NPS formal educational programs understand America's cultural and natural heritage as preserved by National Park Service and its Programs.			
Park/Program Long-term Goal:		By September 30, 2005, 70% of 1000 students participating in Arkansas Post National Memorial formal educational programs understand America's cultural and natural heritage as preserved by the National Park Service and its Programs.		Baseline Year: 2001	Target Year: 2005
Park/Program Annual Goal:		By September 30, 2001, 60% of 1000 students participating in ARPO formal education programs understand America's cultural and natural heritage as preserved by the National Park Service and its Programs.			
Performance Target this FY: 60% understanding		Indicator: understanding	Baseline Number: unk	Desired Condition (Condition tag): understand	Unit Measure: percentage

FY 2001 Annual Work Plan							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
	Conduct educational programs	Interpretation	understanding	McCutchen	ONPS	\$3,000	0.2
Total Cost and FTE (ONPS – FEE)						\$3,000	0.2

Special Funding and Outside Projects							
DONE	Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
	Conduct Ranger Against Drugs program	Interpretation	understanding/ awareness	McCutchen	Drug Funding	\$2,000	0.0
	RAD Tee-shirt Program	Interpretation	awareness	McCutchen	Cash Donations	2,000	0.0
Total Cost and FTE (Other sources)						\$4,000	0.0
Total Cost and FTE (All sources)						\$7,000	0.2

Annual Performance	Planned	Actual	Goal Met	Yes	No
	60%				
Total Cost and FTE (ONPS – FEE)				\$0	0.0
Total Cost and FTE (Other sources)				\$0	0.0
Total Cost and FTE (All sources)				\$0	0.0

Comments:

FY2001 Plan: Conduct educational programs for visiting school groups; conduct RAD training for three classes per year.

Note: The first year will be used to establish a means of measuring the understanding of cultural and natural heritage.

Goal Category III: Strengthen and Preserve Natural and Cultural Resources and Enhance Recreation Opportunities Managed by partners. At present these external programs do not apply to Arkansas Post National Memorial.

Goal Category IV: Ensure Organizational Effectiveness.

Mission Goal IVa: To better preserve park resources and to better provide for public enjoyment and the visitor experience of the park, Arkansas Post National Memorial uses current management practices, systems and technologies to accomplish its mission.

FY 2001		Park: ARPO 7110	
Servicewide Goal Identification number: IVa3		Park/Program Goal ID #: IVa3A	
NPS Servicewide Mission/Long-term Goal:	By September 30, 2005, IVa3A — 100% of employee performance agreements are linked to appropriate strategic and annual performance goals and position competencies; and IVa3B — 95% of NPS employees demonstrate that they fully meet their competency requirements.		
Park/Program Long-term Goal:	By September 30, 2005, 100% of employee performance agreements are linked to appropriate strategic and annual performance goals and position competencies		
Baseline Number: 9 employees	Baseline Year: 2000	Target Year: 2005	Desired Condition (Condition tag): linked Unit Measure: each employee
FY 2001 Annual Performance	Planned 9	Actual	Goal Met Yes No
Comments: Note: As of FY2000, all park employees' performance standards are linked with appropriate goals and position competencies.			

FY 2001		Park: ARPO		7110			
Servicewide Goal Identification number:		IVa4		Park/Program Goal ID #: IVa4			
NPS Servicewide Mission/Long-term Goal:		By September 30, 2005, Increase the servicewide representation of underrepresented groups over the 1999 baseline: IVa4A — by 25% in the 9 targeted occupational series in the permanent workforce; IVa4B — by 25% of women and minorities in the temporary and seasonal workforce; IVa4C — by 10% of individuals with disabilities in the permanent workforce; and IVa4D — by 10% of individuals with disabilities in the seasonal and temporary workforce.					
Park/Program Long-term Goal:		By September 30, 2005, Increase the servicewide representation of underrepresented groups over the 1999 baseline:		Baseline #:	Target #		
		IVa4A- by 11% in the 9 targeted occupational series in the permanent workforce		9	1		
		IVa4B- by 50% of women and minorities in the temporary and seasonal workforce		2	1		
		IVa4C- by 11% of individuals with disabilities in the permanent workforce		9	1		
		IVa4D- by 50% of individuals with disabilities in the seasonal & temporary workforce		2	1		
FY2001 Annual Performance		Goal Number	Planned	Actual	Goal Met	Yes	No
		IVa4A	4				
		IVa4B	1				
		IVa4C	0				
		IVa4D	0				
Comments:							
Note: As of FY2000, Arkansas Post National Memorial has a total permanent workforce of 9 employees; thus an increase of one represents an 11% increase in representation. Seasonal and temporary positions are difficult to predict since the number of hires varies with available funding and workload.							

FY 2001		Park: ARPO 7110			
Servicewide Goal Identification number: IVa6		Park/Program Goal ID #: IVa6A			
NPS Servicewide Mission/Long-term Goal:	By September 30, 2005, IVa6A — The NPS employee lost time injury rate will be at or below 5.39 per 200,000 labor hours worked (100 FTE); and IVa6B -- the servicewide total number of hours of Continuation of Pay (COP) will be at or below 59,000 hours.				
Park/Program Long-term Goal:	By September 30, 2005,	Baseline # lost time injuries (FY92-FY96):			
	IVa6A - the NPS employee lost time injury rate will be at or below 5.39 per 200,000 labor hours worked (100FTE)	0			
	IVa6B - the park total number of hours of Continuation of Pay (COP will be at or below 59,000 hours	(automatic calculation)			
FY2001 Annual Performance (IVa6A)	Planned	Actual	Goal Met	Yes	No
	0				
<p>Comments:</p> <p>FY2001 Plan: Continue employee accident rate at Zero by continuing focus on employee safety and conducting weekly staff safety meetings.</p>					

Mission Goal IVb: Arkansas Post National Memorial increases its managerial resources through initiatives and support from other agencies, organizations, and individuals.

FY 2001		Park: ARPO		7110		
Servicewide Goal Identification number:		IVb1		Park/Program Goal ID #:		
				IVb1		
NPS Servicewide Mission/Long-term Goal:		By September 30, 2005, increase by 44.7% the number of volunteer hours [from 3.8 million hours in 1997 to 5.5 million hours].				
Park/Program Long-term Goal:		By September 30, 2005, increase by 300% the number of volunteer hours [from 243 hours in 1997 to 730 hours].				
Baseline Number:	Baseline Year:	Target Year:	Desired Condition (Condition tag):	Unit Measure:		
243	1997	2005	volunteered	hour		
FY 2001 Annual Performance		Planned	Actual	Goal Met	Yes	No
		320				
Comments: FY2001 Plan: Continue development of Volunteer Project database for the park. Increase emphasis on partnership research projects with nearby Universities.						

FY 2001		Park: ARPO 7110				
Servicewide Goal Identification number: IVb2		Park/Program Goal ID #: IVb2				
NPS Servicewide Mission/Long-term Goal:	By September 30, 2005, IVb2A — Cash donations are increased by 3.6% [from \$14,476,000 in 1998 to \$15,000,000]; IVb2B — Value of donations, grants, and services from Friends Groups and other organizations is increased to \$50,000,000; and IVb2C — Value of donations, grants, and services from Cooperating Associations is increased by 35% [from \$19,000,000 in 1997 to \$25,600,000].					
Park/Program Long-term Goal:	By September 30, 2005,	Baseline Amount:	Base Year			
	IVb2A — Cash donations are increased by 3.6% [from \$14,476,000 in 1998 to \$15,000,000];	\$2,752	1999			
	IVb2B — Value of donations, grants, and services from Friends Groups and other organizations is increased to \$50,000,000; and	\$40,000	1999			
	IVb2C — Value of donations, grants, and services from Cooperating Associations is increased by 35% [from \$19,000,000 in 1997 to \$25,600,000].	\$1,188	1998			
FY2001 Annual Performance	Goal Number	Planned	Actual	Goal Met	Yes	No
	IVb2A	\$4,500				
	IVb2B	\$10,000				
	IVb2C	\$1,250				
Comments: IVb2A -- FY2001 Plan: Increase awareness of park resources and significance through recruitment of media partnerships to advertise park programs and needs. With increased understanding and involvement with the park, visitors and friends will be more likely to support the programs with cash donations. IVb2B -- FY2001 Plan: Many research projects (natural, cultural and sociallogical) are in the planning stages and these projects would be conducted by Universities on a cost-share basis. Such studies recognize the cost-share portion as a donation and will be reported under this goal . IVb2C -- FY2001 Plan: The Eastern National sales desk (area) will be upgraded this year and space will be available for a wider selection of publications. This greater selection will cause an increase in sales and thus the percentage donation will increase proportionally.						

FY2001	Arkansas Post National Memorial									
	Annual Performance Plan and Balance Sheet									
	Goal ID	Notes:	Target	Planned		In PMDS		Actual		
Goal				\$	FTE	\$	FTE	Met	\$	FTE

Restoring Formerly Disturbed Lands	Ia1A		1	60,000	1.0	60,000	1.0	0	0	0.0
Species of Special Concern	Ia2X		0	10,000	0.2	10,000	0.2	0	0	0.0
Historic Structures (LCS)	Ia5		5	18,000	0.2	18,000	0.2	0	0	0.0
Park Museum Collections	Ia6		178	6,000	0.1	6,000	0.1	0	0	0.0
Cultural Landscapes (CLI)	Ia7		1%	18,000	0.3	18,000	0.3	0	0	0.0
Archaeological Sites (ASMIS)	Ia8		1	15,000	0.3	15,000	0.3	0	0	0.0
Archaeological Site Inventory	Ib2A	Del		0	0.0	0	0.0	0	0	0.0
Cultural Landscape Inventory	Ib2B	Del		0	0.0	0	0.0	0	0	0.0
LCS Inventory	Ib2C		5	0	0.0	0	0.0	0	0	0.0
Museum Objects Cataloged	Ib2D		80789	3,000	0.1	3,000	0.1	0	0	0.0
Ethnographic Resources Inv	Ib2E		4	2,000	0.1	2,000	0.1	0	0	0.0
Visitor Satisfaction	Ila1		95	177,000	3.1	177,000	3.1	0	0	0.0
Visitor Safety	Ila2		0	25,000	0.4	25,000	0.4	0	0	0.0
Visitor Appreciation	Ilb1		80%	197,000	3.0	197,000	3.0	0	0	0.0
Education Programs	Ilb1X		60%	3,000	0.2	3,000	0.2	0	0	0.0

Totals (Goal Catagories I, II, III)				534,000	9.0	534,000	9.0		0	0.0
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Goal	Goal ID	Notes:	Target		Met	Achievement
Performance Standards	IVa3		9		0	0
Diversity permanent	IVa4A		4		0	0
seasonal	IVa4B		1		0	0
disabled perm	IVa4C		0		0	0
disabled seasonal	IVa4D		0		0	0
Lost-time Accident Rate	IVa6		0		0	0
Volunteer Hours	IVb1		320		0	0
Donations cash	IVb2A		4,500		0	0
grants & in-kind	IVb2B		10,000		0	0
Association	IVb2C		1,250		0	0

IV. MEASURING RESULTS

What is measured. Each annual goal contains something that can be measured and a built-in mechanism for doing so. Visitor satisfaction, for instance, will be measured through the official survey form recently distributed to this and all other national park units. Containment of exotic and non-native vegetative species is measured through the number of acres mowed. In short, things are counted.

Refer to the worksheets in the previous section under the individual goals for specific descriptions of what is measured and the measuring devices used.

How it's measured. Based on the attached annual performance plans, each park completes an **Annual Performance Report**. That document will assess progress made toward each of the annual goals, with comment space for addressing exceptional progress or completion of goals, or reasons for not reaching the annual goals.

V. LIST OF PREPARERS

Edward E. Wood, Superintendent

Patricia Grove, Administrative Officer

Donna Robertson, Administrative Clerk

Charles Layton Mattmiller, Chief of Maintenance

Kevin Eads, Resource Management Specialist

Brian McCutchen, Park Ranger (Historian)